



Inclusive monitoring and evaluation

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Acknowledgement

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Purpose, audience and objectives

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| Purpose | This guide offers guidance on how to make monitoring and evaluation (M&E) more inclusive. The involvement of young people with disabilities in the M&E of an intervention makes it more effective, accountable, and sustainable because they are experts in their own situation and possess personal, localised, and contextual knowledge. This knowledge can inform the design of an M&E system, help to gain a deeper understanding of findings, and ensure that results can be used by and for affected communities themselves. |
| Audience | It is one of a series of short guides developed by Sightsavers, within Futuremakers by Standard Chartered , and specifically written with Youth Business International programme partners in mind. While advice included in the document is more targeted towards YBI's youth entrepreneurship programme, we have tried to make these relevant to all Futuremakers projects. |
| Objectives | <ol style="list-style-type: none">1. To build greater disability confidence of the reader and how partners can better include youth with disabilities in their Futuremakers projects.2. To give specific examples, advice and simple steps on how to adapt projects to be more inclusive of youth with disabilities. |

What does the term 'inclusive monitoring and evaluation' mean?

Inclusive monitoring and evaluation (M&E) is an approach that ensures development programmes are responsible, transparent, and responsive to the needs and priorities of all participants, including people with disabilities who are marginalised. With the recognition that M&E is a vital aspect of the project life cycle, inclusive M&E has become essential. It helps to enhance project performance, support organisational learning, and ensure accountability to diverse stakeholders, particularly participants' needs and perspectives.

This approach necessitates involving a broad range of stakeholders, including participants and marginalised groups such as persons with disabilities, in the monitoring and evaluation process.

Making monitoring and evaluation systems inclusive

Multiple approaches exist to adopting inclusivity in monitoring and evaluation. Here are a few:¹

Engaging stakeholders in the monitoring and evaluation process. The involvement and participation of stakeholders, including persons with disabilities as the beneficiaries in the M&E process, can be achieved by:

- Collaboratively defining and measuring progress such as in selecting indicators and metrics
- Utilising participatory data collection methods to engage primary stakeholders. This can offer valuable insights into the perceptions and experiences of participants and can also facilitate the data collection process
- Involving participants in interpreting, validating data, and acting on findings

Include considerations for inclusion in the baseline. To develop an M&E system that is inclusive, it is crucial to conduct a comprehensive baseline study to gather all the relevant information needed to identify the specific groups or types of exclusion that require special consideration for persons with disabilities within the project's environment. With this information in hand, informed decisions can then be made regarding which indicators to use, the level of disaggregation required for the data, and the most appropriate methods for data collection.

Developing inclusive indicators. By utilising indicators that pertain to marginalised groups such as persons with disabilities, programmes or interventions can gauge progress and assess impact. Should the monitoring data indicate a need for adjustment, corrective measures can be taken to ensure the intervention's efficacy for persons with disabilities. Moreover, indicators can be employed to establish inclusion targets, which represent a deliberate initiative to monitor and report on inclusion as it pertains to persons with disabilities.

Collection of disaggregated data. To ensure a comprehensive understanding of the experiences and needs of people with disabilities, the indicator must permit the disaggregation of collected data based on factors such as gender, age, disability status and impairment type. Failure to disaggregate data may result in certain groups being overlooked and left behind, rendering the intervention ineffective. Such data can be instrumental in promoting inclusivity by highlighting the advantages of inclusion and the repercussions of exclusion.

Establishing a feedback mechanism. A mechanism for receiving feedback from people with disabilities can gather data on whether the intervention is equitably reaching and benefiting different groups or whether they perceive it to do so and ensure that this feedback is incorporated into the programme or project.

Refer to inclusion in reporting and evaluations. Incorporating target inquiries in an evaluation to evaluate the effectiveness of an intervention's inclusive practices is a

¹ <https://www.activityinfo.org/blog/posts/2021-01-19-a-beginners-guide-to-inclusive-monitoring-and-evaluation.html>

recommended approach. Collaborating with beneficiaries to formulate these questions can provide valuable insight to adequately assess impact and progress for diverse groups of persons with disabilities.

Enabling conditions for inclusion. Inclusive M&E requires a set of enabling conditions that are underpinned by an organisational commitment to inclusion, such as an organisational culture that encourages the consideration of inclusion; the mainstreaming of inclusion into different aspects of the organisation's operations (Standard Operating Procedures, policies) and approach to programming (in the theory of change); dedicated human and financial resources (the size of the M&E team, having a separate budget line for inclusive M&E); and capacity for inclusive monitoring and evaluation.

Now that I know, what do I need to do?

- Develop indicators or data systems that include disaggregation by gender, impairment, and age, among others, to monitor progress and equality of outcomes
- Ensure youth programming has information and feedback mechanisms provided for people with disabilities in a range of accessible formats, including local languages
- Ensure that programme evaluation teams include young with disabilities with diverse lived experiences

Further reading

Activity info - A beginner's guide to inclusive monitoring and evaluation: from talking to doing. (2021) <https://www.activityinfo.org/blog/posts/2021-01-19-a-beginners-guide-to-inclusive-monitoring-and-evaluation.html>

Participatory M&E. INTRAC (2020) <https://www.intrac.org/wpcms/wp-content/uploads/2017/01/Participatory-ME.pdf>

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and middle-income countries to
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